

# NAVAL OFFICER

**NAVAL OFFICER.** A man who holds the Queen's Commission and a position of authority in the Royal Canadian Navy.

The General List naval officer is the subject of this monograph. The majority of Canada's naval officers, approximately 70 per cent, are grouped in the General List.

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The General List naval officer's function is management: to lead and command, operate and control, administer and plan at various levels of responsibility. His career is varied and can locate him in ships, submarines, aircraft, training establishments, supply depots and dockyards, on liaison or exchange duties with the Royal Navy and United States Navy, on North Atlantic Treaty Organization staffs, and with Canadian diplomatic missions in other countries.

Not described in this monograph are the careers of two other classifications of Canadian naval officers, those on the Special Duty List and those on the Limited Duty List.

The Special Duty List officer has professional qualifications in one of the following fields: medicine, education, theology, psychology, civil engineering, public information or law.

The Limited Duty List officer earns his commission by promotion from the ranks of the navy where he has gained specialized naval knowledge; he is employed as a specialist in his particular field.

## HISTORY AND IMPORTANCE

The naval officer acts under the authority of his commission, signed by the Governor General on behalf of the Sovereign. It commits to the naval officer a permanent position of authority in the Royal Canadian Navy.

When the RCN was established in 1910, its officers and most of its men were obtained on loan or on transfer from the Royal Navy. Among the officers were Canadians who had entered the service of the British Navy, following in the footsteps of others who, in the years before Canada had a navy of its own, had made careers in the RN.

To train future officers for Canada's navy, the Royal Naval College of Canada was founded in 1910 at Halifax. The college was wrecked by the Halifax explosion of 1917 and, after being temporarily housed at Kingston, Ontario, was moved to Esquimalt, B.C. In 1921 the College was closed, a victim of post-war retrenchment, and for the next 20 years RCN officers received their early training in the Royal Navy.

In 1942, the college was re-established at Royal Roads, near Victoria, B.C., as the Royal Canadian Naval College. Later, Royal Roads became one of the three Canadian Services Colleges providing training and a university education for future officers of the Royal Canadian Navy, the Canadian Army and the Royal Canadian

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Air Force. Now, most young men embarking on careers as naval officers are graduates either of the Services Colleges or of Canadian universities.

The importance of the naval officer's profession is directly related to Canada's position as a maritime nation in whose economy, progress and security the sea plays a vital part. Canada has one of the world's longest coastlines; her salt-water fisheries constitute a major industry; her stature as one of the great trading nations is sustained by seaborne commerce; seapower is a key element in both her defence and her development.

The naval officer's duty may be expressed in identical terms to that of the Navy, which is, "to ensure that Canada, in concert with allied and friendly nations, will have unrestricted use of the seas." Within this context, the role of the RCN is to maintain sea communications and defend Canada against attack from the sea, to contribute to the collective defence of the NATO area, and to contribute naval forces to the United Nations as may be required.

## NATURE OF THE WORK

The naval officer of the General List is trained to lead, to command, to manage and supervise. Like all managers of men and materials, he is concerned with human and technical values. As his responsibilities increase with rank and command, the ability to plan and make decisions of broad impact will be of increasing importance as matters of policy gain prominence in his work.

When serving in a sea-going ship, the General List naval officer has several tasks. For a part of each day he will be a watchkeeping officer in charge of the ship under the direction of the Captain. In addition to this, he plans and supervises the activities of his own department of the ship (either operations, weapons, engineering or supply). He is also the personnel manager of the men employed in his department.

When serving ashore, the General List naval officer may be appointed to take courses, to give instruction in a particular field, or to an administrative position in a command headquarters, a training establishment, a dockyard, or in Naval Headquarters.

## WORKING CONDITIONS

The naval officer's working conditions vary afloat and ashore.

During appointments at sea he lives close to the elements, taking the rough weather with the smooth. Working spaces in naval ships are designed for the best efficiency, and living quarters are compact and comfortable. The latest vessels are air-conditioned. The officer's social life is centred in the wardroom, where by tradition an atmosphere of relaxation and informality prevails. On training cruises to foreign ports, there are opportunities for seeing many countries and meeting their peoples, usually in circumstances of generous hospitality.

Appointments to sea-going warships, contrary to common belief, do not deprive the naval officer of his family life. When his ship is in home port (which is approximately half of the time) the officer is required on board during normal working hours, and at other times he lives with his family at home, although he is always on call. In shore appointments, conditions are similar to those found in industry, business or government.

Participation in sports and community affairs is encouraged, and naval officers have many opportunities for social and recreational activity.

## QUALIFICATIONS NECESSARY FOR ENTRY AND SUCCESS

Positions of responsibility and command require a combination of those qualities which enable a man to lead and to serve. Initiative, perseverance, loyalty, a co-operative spirit, a sense of service and dedication contribute to success. Emotional stability is essential to leadership under circumstances which are often trying and rapidly changing. The varied working conditions the naval officer encounters afloat and ashore require adaptability.

Also important to the naval officer of today is the ability to learn, to handle ideas, to communicate orally and in writing, and to make decisions based on intelligent appreciations of facts. The basic stepping stone to the naval officer's career is a university education which develops these abilities.

*Most General List naval officers obtain university degrees as naval officer cadets enrolled under the terms of the tri-service Regular Officer Training Plan (ROTP).*

An applicant from high school for a naval ROTP officer cadetship must have at least junior matriculation standing which includes credits for the following subjects: algebra, plane geometry, physics, chemistry, English and a language. Applicants who are university undergraduates must be registered in a course pattern which includes one course in mathematics (calculus) and one course in physics beyond the senior matriculation level.

University graduates who have obtained a baccalaureate degree in Engineering, Arts and Science, Applied Science, Commerce or Business Administration with credits for at least senior matriculation mathematics and physics, may apply for enrolment as General List officers.

In addition to scholastic qualifications, a young man, to be eligible to apply for enrolment as a naval ROTP officer cadet, must be a Canadian citizen or a British subject resident in Canada with the status of a landed

immigrant. He must be single and remain so until commissioned on graduation from a university or a Canadian Services College. He must be in good physical condition without bodily defects. Reading glasses are acceptable. Colour perception must be normal. The applicant's age must be such that he will be under 25 on January 1 of the year of graduation with a degree.

## PREPARATION NEEDED

A university education is the basic preparation for the career of the General List naval officer. He attends the Canadian Services Colleges, or a Canadian university, in courses leading to degrees in Electrical or Mechanical Engineering, Engineering Physics, or to a baccalaureate degree with a course pattern including one course in mathematics (calculus) and one course in physics beyond the senior matriculation level.

There are three Canadian Services Colleges: the Royal Military College of Canada (RMC), at Kingston, Ontario; Royal Roads, near Victoria, British Columbia, and le Collège Militaire Royal de Saint-Jean (CMR), a bilingual college at Saint-Jean, Quebec.

Le Collège Militaire Royal de Saint-Jean offers a preparatory year, first year and second year; Royal Roads the first and second years, and the Royal Military College of Canada all four years of the course. ROTP officer cadets from le Collège Militaire Royal de Saint-Jean and Royal Roads attend the Royal Military College for the third and fourth years of the course. Baccalaureate degrees in Engineering, Arts and Science are granted by RMC.

The scholastic requirement for admission to the first year at RMC and Royal Roads is senior matriculation standing in five subjects: mathematics (algebra, analytic geometry and trigonometry), English, chemistry, physics and a language or history. The scholastic requirement for admission to the preparatory year at CMR is junior matriculation standing with credits in English, mathematics (algebra and plane geometry), physics, chemistry and a language (preferably French).

Naval ROTP officer cadets attending the Canadian Services Colleges receive free tuition, room and board, medical and dental care and a monthly salary of \$73.00. They wear the Canadian Services College uniform during the academic year and a naval officer cadet's uniform during summer training.

Naval officer cadets attending a university receive free tuition, a book allowance of \$75.00 a year, a year-round salary of \$73.00 a month and \$65.00 a month for room and board. They wear civilian clothes while attending university except for one evening a week when they take naval training. They wear the naval officer cadet's uniform during summer training periods. Undergraduates enrolled while attending university remain at that university to complete their degrees.

High school students may apply to attend the Canadian Services Colleges at their own expense. The cost is \$1,165 for the first year and \$985 a year thereafter. Those accepted are selected as Reserve Entry cadets in competition with applicants for ROTP cadetships. Reserve Entry cadets receive no pay during the academic year but are paid \$235 a month during the summer training period. Reserve Entry officer cadets may apply for transfer to the

ROTP at any time during their course. On graduation, naval Reserve Entry cadets are commissioned as Sub-Lieutenants in the active component of the Royal Canadian Naval Reserve, or they may apply for commissions in the Regular Force.

Summer training periods between academic years serve as an introduction to naval life. During the first two summers, all naval officer cadets in the Canadian Services Colleges and universities go to sea in frigates of the RCN Pacific Command. The subjects studied are navigation, communications, operations, naval knowledge, weapons, engineering power, supply and naval aviation. During the third period of summer training, naval officer cadets are known as cadet midshipmen and enjoy additional privileges. Cadet midshipmen embark in operational destroyer escorts to continue training in navigation, weapons, engineering and supply. Each summer period includes 30 days' leave with pay.

On graduation with a degree, from the Royal Military College of Canada or a university, the naval officer cadet is granted the Queen's Commission and is promoted to the rank of Sub-Lieutenant.

## EMPLOYMENT, ADVANCEMENT, OUTLOOK

Following his degree education, the General List naval officer in the rank of Sub-Lieutenant begins a program of further training and employment in one of the following fields: surface, submarine or naval aviation.

After graduation, Sub-Lieutenants in the surface and submarine fields attend a 24-week Pre-Fleet course. The subjects studied are weapons, electronics, tactics, operations, engineering/power, naval knowledge, communications and administration/supply. For the surface officer this is followed by a two-year appointment in a destroyer escort. During this period he serves for about six months in each of the four departments of the ship: operations, weapons, engineering and supply. Submarine officers, after a one-year appointment in a destroyer escort, complete a basic submarine course and proceed to duty in submarines.

Immediately after graduation, officers in naval aviation proceed to flying training before appointment to operational naval air squadrons as fixed-wing or helicopter pilots. Later, these officers are given the Pre-Fleet course and an appointment to a destroyer escort.

The time spent in the rank of Sub-Lieutenant before promotion to the rank of Lieutenant varies between 16 and 48 months, depending on the duration of the individual's university course and his demonstrated ability in training and employment.

Following the first appointment to a destroyer escort, known as the First Sea Phase, surface officers proceed to the Second Sea Phase, a two-year period of employment in destroyer-escorts during which they may serve as Assistant Operations Officer, Assistant Weapons Officer, Assistant Engineer Officer or the Supply Officer.

Approximately four to five years after graduation, a few General List Lieutenants are transferred to the Restricted Duty section of the General List. These officers, having particular aptitudes and interests in certain technical or administrative fields, are selected for graduate studies to the Master's or Doctor's degree level in universities or service establishments in Canada, the United

States or Britain. They will then be employed as specialists in such fields as engineering (marine, electrical, weapons, nuclear, aeronautical, ship design and construction), administration (supply and logistics), and others as the service may require. Restricted Duty officers are fully eligible for promotion to the senior ranks, although they do not command at sea.

The majority of General List Lieutenants remain in the General Duty section of the list. They take courses that broaden their outlook and increase their professional knowledge. Included are studies of staff work, administration, leadership, tactics and other professional subjects. This is followed by employment ashore and afloat in positions of increased responsibility and authority.

Promotion to the rank of Lieutenant-Commander is by selection and may occur as early as seven years after university graduation. This promotion marks entry into a more advanced phase of an officer's career, preparatory to command positions which provide opportunities for further selective promotion to the rank of Commander and above.

There is no limited period of engagement for officers enrolled under the terms of the Regular Officer Training Plan. It is assumed that they will serve on a career basis until they reach the age of retirement. However, an officer who is an ROTP graduate may request his release three years after he has obtained his university degree and such requests are granted except in times of national emergency.

The young man who embarks on a career as a General List naval officer has an excellent opportunity to develop and exercise his capabilities. The ever-increasing use made of the seas, the threat of the modern submarine and the well-defined role of the Royal Canadian Navy all signify the continuing importance of the naval officer's profession.

## REMUNERATION

(as at May 15, 1963)

Officers' pay and allowances are as follows:

RANK	SINGLE OFFICER	MARRIED OFFICER
	TOTAL ANNUAL PAY AND ALLOWANCE	TOTAL ANNUAL PAY AND ALLOWANCE
Acting Sub-Lieutenant.....	\$3,720	\$4,620
Sub-Lieutenant.....	5,052	5,952
Lieutenant.....	6,276	7,116
Lieutenant-Commander.....	8,016	8,760
Commander.....	10,020	10,788
Captain.....	12,456	13,248
Commodore.....	15,804	16,608
Rear-Admiral.....	18,168	19,008

Increments of \$180 to \$480 (progressive pay) are paid after the second, fourth, sixth and eighth year of service in most ranks.

Additional allowances are paid for special duties: aircrew allowance (\$900 to \$1,800 a year); submarine allowance (\$360 to \$1,380 a year), and responsibility allowance for command at sea (\$180 to \$1,080 a year).

Lieutenants and Lieutenant-Commanders retire at the age of 45, Commanders at 50, and more senior officers at the age of 55.

A pension plan, on a contributory basis (6 per cent of pay and allowances) provides security on retirement. A retired naval officer receives an annuity for life equal to 2 per cent of his annual pay and allowances averaged over any six consecutive years of service chosen by him, multiplied by the number of years of his service to a maximum of 35 years. For example, a Commander, married, with 25 years' service and with no more than six years in that rank, would receive an annual pension of approximately \$5,500.00.

Other benefits include free medical and dental care, 30 days' annual leave with pay plus time to travel for those who are serving at a distance from their homes.

## ADVANTAGES

The naval officer's career is more than just a job: it embraces a way of life with a sense of service in the naval tradition.

Great personal satisfaction can be derived from the successful exercise of naval command, in situations requiring leadership and judgement, in the operation of a potentially lethal ship, submarine or aircraft. Human lives and valuable materials are involved. The responsibilities are great and the task is vital.

During his career, the naval officer's responsibilities increase with his rank. Further opportunities for personal development are afforded in the diverse working experience inherent in the Navy's job-rotation system and in formal executive and technical training courses.

The naval officer's endeavour is directed toward the maintenance of Canada's security and the preservation of peace—a cause of the highest order, essential to his country. Naval officers are dedicated, and possess high standards of loyalty and conduct. Comradeship and a spirit of adventure are combined with a satisfactory social and home life.

The naval officer is a well-educated professional man using his abilities responsibly and honourably, in positions of significance and authority.

## DISADVANTAGES

The naval officer has financial security but his life is not soft. He is sometimes required to work for prolonged periods in trying conditions, when he may assume great responsibilities for human life and materials. Not every task is glamorous; some will be tedious.

Changes in his appointment occur on the average of every two to four years, and some may require moving his family, with possible dislocations in friendships and his children's education. Separation from his family during training cruises of his ship may be a hardship, but these are well-interspersed with periods when his ship is in home port. In fact, when shore appointments are taken into consideration, the naval officer's time away from his family is short, not only in relation to his whole career time, but also in comparison to the time spent away from home by his contemporaries in many other professions.

## HOW TO GET STARTED TOWARD THE OCCUPATION

Applicants for the General List naval officer's career are in three groups: (i) high school students in the senior and junior matriculation years, (ii) university undergraduates, and (iii) university graduates.

High school students should ensure that they are

qualified academically by taking the following subjects in the university entrance course: mathematics, English, chemistry, physics, and another language or history.

University undergraduates should include one course in each of mathematics (calculus) and physics in their course patterns; undergraduates in the senior years of Arts and Science whose course patterns do not include all the required mathematics (calculus) and physics courses may be considered for enrolment.

University graduates should have obtained baccalaureate degrees in Applied Science (Engineering), Arts or Science with credits for at least senior matriculation physics and mathematics.

## THE RCN SHORT SERVICE OFFICER PLAN

Young men between 17 and 24 who have junior matriculation standing or better may apply for enrolment as naval officer cadets under the terms of the RCN Short Service Officer Plan, for service in ships of the fleet or as pilots in naval air squadrons.

Successful candidates are entered on a seven-year short service appointment and go to the naval base at Esquimalt, British Columbia, for a four-month course covering naval indoctrination, officer development and language training.

The emphasis is on naval rather than academic training. However, all English-speaking cadets will be given French-language training and French-speaking cadets will be given English-language training, enabling young men from both national cultures to train and work closely together without the obstacle of a language difficulty.

**WHERE TO APPLY.** A young man who wishes more information or to make application for a naval officer's career should visit or write the naval recruiting office in one of the following cities:

Vancouver, B.C.	Fort William, Ont.	North Bay, Ont.
Victoria, B.C.	Windsor, Ont.	Montreal, P.Q.
Calgary, Alta.	London, Ont.	Quebec City, P.Q.
Edmonton, Alta.	Ottawa, Ont.	Saint John, N.B.
Regina, Sask.	Hamilton, Ont.	Charlottetown, P.E.I.
Saskatoon, Sask.	Toronto, Ont.	Halifax, N.S.
Winnipeg, Man.	Kingston, Ont.	St. John's, Nfld.

—or—

write to: Officer Careers, Naval Headquarters, Ottawa 4, Ontario.

## RELATED OCCUPATIONS

The naval officer's profession has much in common with that of an executive in business, industry and government and is similar to that of an officer in the other armed forces and the Merchant Service.

The senior naval officer is concerned with the overall policy governing the best use and employment of men and materials, including ships and submarines at sea, aircraft, and support facilities ashore. He has held positions of increasing authority and responsibility in the course of his career. He has been a representative of Canada when in command of a ship visiting a foreign port. The naval officer is an experienced manager of men, ideas and material. After retirement, at no more than 55 years of age, he is often found in a position of responsibility in business, industry or government.

This occupational information monograph was published in May, 1964. It was prepared by Naval Headquarters, Ottawa, and is one of a series on occupations in the Royal Canadian Navy.